360° FEEDBACK 1999 AND 2000

	<u>1999</u>	<u>2000</u>
Leadership	8.5	8.4
Skills	8.6	8.1
Client Communication	8.3	8.5
Public Relations Skills	8.8	8.8
Confrontation	8.0	8.0
Delegation	8.1	8.3
Management	8.3	8.4
Staff Development	8.3	8.4
Internal communication	8.3	8.1
Teamwork	8.8	8.8
Business Acumen	8.4	8.7
Total	8.4	8.4



TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

It has been two years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. Thank you in advance for your feedback.

	25 W	(209)		Managament Tit X	(488	
8,4	Leadersh	ip 1 108 9 4	7885310991099989169	Management	17863991610	9988510977999
	20	63 8897		(89)25	₹89	(19)
8,1	Skills	60 619 84	8&B <u>\$38&8/089\$</u> 99 1016	Staff Development	9948910910	999 81010987858
_		1899 900	6847	8.12 i 25	@ 8887	744.0
84	Client Co	ommunication	18 10 85 998 9 10 8898 10	Internal Communicat	ion 97359910 108	8878 10867 1778
	219	979999	18 10 75 9 10 9 10 10 98 98 10	(8.4) 75 24	68988	
8.3	Public Re	elations Skil	18107391091010988810	e I eamw or k	3 8 5 5 19 10 2098	88810108881010
.	174	. 9 78 9 8 9	7 0 1 270 00 000 200	74 83	9 4988 9 40 C \$ 104	2000 CO
AM	Confront	ation (1)	786279998897108	Business Acumen	\ 1000 1010 1010 1010	19888109 7370100
~ ^	Delegation	7 1898	868 <u>7997 10986</u> 9710	(81))	
¥ 3	Delegane)H . •	11/10/06/1			
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	Commen	its: (Optiona	1)	·		
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				$\supset (a^0)$	1 Bachus	1 4000
•				7 6 0	Bachup)	, , , , , ,
				. — 14	L	
				TOPPO INCI	7	

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TO: Branch

FROM: Doug Baillie			
DATE: October 11, 2	2000	e de la companya de La companya de la co	
RE: 360° Feedbac	;k		
performance. Please rate modify my performance	e me on a scale of and compare on a us. Simply write t	ncinnati. I would appreciate you f 1 to 10 on the below categories. a year to year basis to see what me the score 1 through 10 with 10 be edback.	I will use this to help may progress is. This
Leadership	10	Management	9
Skills	8	Staff Development	9
Client Communication	9	Internal Communication	9
Public Relations Skills	9	Teamwork	9
Confrontation	7	Business Acumen	8
Delegation	9		
Comments: (Optional)			
good proact	ive + str	ategic leadership	
· Excellent	balance	in brauch 1000	guilion
of contri	butions	to results	00046
· quat jes	6 of Kee	pry a posihi though profit	re message, , s rejotive

TO: Branch

FROM: Doug	Baillie				
DATE: Octob	er 11, 2000				
RE: 360° F	reedback				
performance. Ple modify my perfor will be totally and	ease rate me on a scale of rmance and compare on a	cinnati. I would appreciate yo 1 to 10 on the below categories year to year basis to see what he score 1 through 10 with 10 to dback.	s. I will use this to help my progress is. This		
Leadership	<u>q</u>	Management	10		
Skills	8	Staff Development	_9		
Client Communic	cation 8	Internal Communication	10		
Public Relations	Skills <u> </u>	Teamwork	<u> </u>		
Confrontation	9	Business Acumen	_10		
Delegation	7				
Comments: (Optional) You do a select job talking to the Dtaff Huranshart the other.					

TO: Branch

FROM: Doug Baillie

DATE: October 11, 20	00	· ·	
RE: 360° Feedback	:		
performance. Please rate modify my performance a	me on a scale of 1 and compare on a y s. Simply write the	innati. I would appreciate yo to 10 on the below categories year to year basis to see what e score 1 through 10 with 10 back.	s. I will use this to help my progress is. This
Leadership		Management	_/0
Skills		Staff Development	10
Client Communication	9	Internal Communication	10
Public Relations Skills	10	Teamwork	10
Confrontation	9	Business Acumen	
Delegation			
Comments: (Optional)—	Doug Ac	Appreciate the	way to
take on int	Eust in	each pleson as	al what
they are de	aley mis	the Thank	e you for
taking the	time to	Tuch les outil	A 110

000463

- 6000 Job =

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	9_	Management	<u> </u>
Skills	8_	Staff Development	9_
Client Communication	_/0_	Internal Communication	8
Public Relations Skills	10	Teamwork	9
Confrontation	9	Business Acumen	9
Delegation	9_		
Comments: (Optional)—	IT HAS	BAHN A P/ho	nsuRh
working in	the C	incinnati Off	ich and
FOR YOU.	KARP	y the GRA	hat work
			in May S

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	3	Management	9	
Skills	8	Staff Development	8	
Client Communication	9	Internal Communication	9	
Public Relations Skills	9	Teamwork		
Confrontation	3	Business Acumen.	10	
Delegation	<u> </u>			
Comments: (Optional)		and civils are strong	,	,
VIOLET TOOL TO	-50 NO)	re fenales and nine	ontics in	
Ship positions	s within	the branch,		

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

nemo. Thank you in ad	vance for your	feedba	score 1 through 10 with 10 tack.	ome me menest on this
Leadership	_10_		Management	_ବି
Skills	8	*	Staff Development	_5
Client Communication	8		Internal Communication	<u> </u>
Public Relations Skills	9		Teamwork	10
Confrontation			Business Acumen	10
Delegation	9			
Comments: (Optional)	Woods Jupe	LOVEM	eut in develohna	CSR'S.

TO: Branch

FROM: Doug Baillie			
DATE: October 11, 2	2000	·.	
RE: 360° Feedbac	ck		
performance. Please rat modify my performance	te me on a scale of and compare on us. Simply write	Sincinnati. I would appreciate your of 1 to 10 on the below categories. In a year to year basis to see what must the score 1 through 10 with 10 be seedback.	I will use this to help progress is. This
Leadership	8	Management	8
Skills	8	Staff Development	8
Client Communication	8	Internal Communication	7
Public Relations Skills	8	Teamwork	8
Confrontation		Business Acumen	8
Delegation	8		
Comments: (Optional)			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

It has been two years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. Thank you in advance for your feedback.

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Leadership		Management	
Skills		Staff Development	9
Client Communication		Internal Communication	8
Public Relations Skills	_8	Teamwork	6
Confrontation	_8	Business Acumen	_9
Delegation	_8		
Comments: (Optional)—			

TO: Branch

FROM: Dou	g Baillie					
DATE: Octo	ber 11, 200	0	٠.			
RE: 360°	Feedback					
t has been two years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. Thank you in advance for your feedback.						
Leadership	-	9	Management	9		
Skills	_	9	Staff Development	8		
Client Commu	nication _	9	Internal Communication	8		
Public Relation	s Skills	10	Teamwork	9		
Confrontation	_	9	Business Acumen	9		
Delegation	_	9				
Comments: (O	otional)——					

10.	Branch
FROM:	Doug Baillie
DATE:	October 11, 2000

RE: 360° Feedback

Leadership		Management	8
Skills	<u> </u>	Staff Development	8
Client Communication		Internal Communication	8
Public Relations Skills	<i>®</i>	Teamwork	8
Confrontation	_8	Business Acumen	8
Delegation	_8		
Comments: (Optional)—			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership		Management	9
Skills	8	Staff Development	_8
Client Communication	9	Internal Communication	8
Public Relations Skills	9	Teamwork	9
Confrontation	<u> </u>	Business Acumen	8
Delegation	9		
Comments: (Optional)—			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

It has been two years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. Thank you in advance for your feedback.

4.1

Leadership		Management	
Skills	9	Staff Development	9
Client Communication		Internal Communication	<u> </u>
Public Relations Skills	<u> </u>	Teamwork	2
Confrontation		Business Acumen	<u> </u>
Delegation	9		
Comments: (Optional)			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	_8	Management	
Skills	<u> </u>	Staff Development	
Client Communication	<u> </u>	Internal Communication	
Public Relations Skills	9	Teamwork	<u> </u>
Confrontation		Business Acumen	<u> </u>
Delegation	<u> </u>		
Comments: (Optional)			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	$\overline{\mathcal{I}}_{-}$	Management	
Skills	8	Staff Development	8
Client Communication		Internal Communication	<u> </u>
Public Relations Skills	_8	Teamwork	
Confrontation		Business Acumen	
Delegation	8		
Comments: (Optional)—			

TO:	Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	<u> </u>	Management	
Skills		Staff Development	
Client Communication	8	Internal Communication	
Public Relations Skills	8	Teamwork	
Confrontation		Business Acumen	
Delegation			
Comments: (Optional)—			

TO	١.	R	ra	n	را	h
10	٠.	ப	1 a	.11	u	ш

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	4	Management	
Skills	10	Staff Development	9
Client Communication		Internal Communication	8
Public Relations Skills		Teamwork	10
Confrontation		Business Acumen	9
Delegation			
Comments: (Optional)—			

-		~	•
TC	١.	Bran	nh
1	Ι.	Dian	υп

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	9	Management	9
Skills	9	Staff Development	10
Client Communication	<u> </u>	Internal Communication	8
Public Relations Skills	8	Teamwork	8
Confrontation	7	Business Acumen	8
Delegation	7		
Comments: (•ptional)—			

TO:	Branch					
FROM:	M: Doug Baillie					
DATE:	October 11, 20	000				
RE:	360° Feedback	T				
performanc modify my will be tota	e. Please rate performance a lly anonymous	me on a scale of 1 to and compare on a year	nati. I would appreciate you o 10 on the below categories ar to year basis to see what r score 1 through 10 with 10 b ack.	I will use this to help my progress is. This		
Leadership		10	Management	10		
Skills		10	Staff Development	10		
Client Com	munication	10	Internal Communication	<u></u>		
Public Rela	ations Skills	_10	Teamwork	10		
Confrontati	ion	<u> </u>	Business Acumen			
Delegation		10				
Comments	: (Optional)—					

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	_8	Management	_8
Skills	9	Staff Development	8
Client Communication	9	Internal Communication	
Public Relations Skills	8	Teamwork	_8
Confrontation	9	Business Acumen	_5
Delegation	9		
Comments: (Optional)			

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership		Management	8
Skills	8	Staff Development	9
Client Communication	8	Internal Communication	8
Public Relations Skills	8	Teamwork	8
Confrontation	8	Business Acumen	
Delegation	8		
Comments: (Optional)—			

TO		Bra	nch
10	•	Dia	иои

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership		Management	4
Skills	9	Staff Development	
Client Communication		Internal Communication	
Public Relations Skills	9	Teamwork	_8_
Confrontation		Business Acumen	
Delegation			
Comments: (Optional)—			

TO:	Branch
FROM:	Doug Baillie
DATE:	October 11, 2000
RE:	360° Feedback

Leadership		Management	
Skills	8	Staff Development	10
Client Communication	<u>9</u>	Internal Communication	9
Public Relations Skills	10	Teamwork	9
Confrontation	? 	Business Acumen	10
Delegation	9		
Comments: (Optional)			

TO:	Branch	-			
FROM:	Doug Baillie				
DATE:	October 11, 2000				
RE:	360° Feedback				
modify my will be tot	ice. Please rate in y performance as ally anonymous.	me on a scale of 1 nd compare on a y	nnati. I would appreciate you to 10 on the below categories ear to year basis to see what i score 1 through 10 with 10 b back.	s. I will use this to help my progress is. This	
Leadershi	p .	3	Management		
Skills			Staff Development	_8	
Client Con	mmunication	_5_	Internal Communication	_5_	
Public Re	lations Skills		Teamwork	_5_	
Confronta	ition	Z	Business Acumen	3	
Delegation	n				
Comment	s: (Optional)				

TO: Branch

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	<u> </u>	Management	<u>Ce</u>
Skills	_5	Staff Development	4
Client Communication	_8	Internal Communication	3
Public Relations Skills		Teamwork	
Confrontation	<u>le</u>	Business Acumen	
Delegation	8		
Comments: (Optional)—			

TO:	Branch			
FROM:	Doug Baillie			
DATE:	October 11, 20	000		
RE:	360° Feedbacl	k		
modify my will be tot	nce. Please rate y performance : cally anonymou	me on a scale of 1 and compare on a y	innati. I would appreciate y to 10 on the below categori year to year basis to see whate score 1 through 10 with 10 back.	es. I will use this to help t my progress is. This
Leadershi	p		Management	
Skills			Staff Development	9_
Client Con	mmunication	_/0	Internal Communication	7_
Public Re	lations Skills		Teamwork	
Confronta	ution		Business Acumen	
Delegation	n	6_		•
Comment	s: (Optional)—			-
	-			

$\mathbf{m} \circ$		-	
1111	٠.	Rranch	
TO	٠.	Branch	l

FROM: Doug Baillie

DATE: October 11, 2000

RE: 360° Feedback

Leadership	Management
Skills	Staff Development
Client Communication	Internal Communication
Public Relations Skills	Teamwork
Confrontation	Business Acumen
Delegation	
Comments: (Optional)	·
(opnomi)	

TO: Branch

FROM: Doug Baillie

DATE: July 12, 2001

Leadership

RE: 360° Feedback

It has been three years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. I would very much like to hear your specific comments on how I am doing and any suggestions. Thank you in advance for your feedback.

Management

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		•	
Skills	<u> </u>	Staff Development	_7
Client Communication	9	Internal Communication	7
Public Relations Skills	9	Teamwork	9
Confrontation	9	Business Acumen	8
Delegation	8		
Noticed. I	would like	usability in brow to see you expans	your lunch
	,	conching, feedb	
insight into	job Frust	RATIONS. YOUR 1	endership skills
ARE improviN			00040

TO:	Branch			
FROM:	Doug Baillie			
DATE:	July 12, 2001			
RE:	360° Feedback	ζ.	Α.	
modify my will be tota memo. I v	ce. Please rate performance a ally anonymous vould very muc	me on a scale of 1 tand compare on a year. S. Simply write the	sinnati. I would appreciate to 10 on the below categor ear to year basis to see what score 1 through 10 with 10 specific comments on how feedback.	ies. I will use this to help at my progress is. This 0 being the highest on this
Leadership)		Management	
Skills		9	Staff Development	<i></i>
Client Cor	nmunication	10	Internal Communication	10
Public Rel	ations Skills	9	Teamwork	/O
Confronta	tion		Business Acumen	
Delegation	1			
Comments By +	S: (Optional) DEMANDIA (AM - ()	Abhary MA Monk Moss CHUBE	on Asking M B NICH WITH	onn from Abouts

000493

TO: Branch

FROM: Doug Baillie

DATE: July 12, 2001

RE: 360° Feedback

It has been three years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. I would very much like to hear your specific comments on how I am doing and any suggestions. Thank you in advance for your feedback.

Leadership	9	Management	10_	
Skills	_9	Staff Development	<u>9</u> ·	
Client Communication	9	Internal Communication	9	
Public Relations Skills		Teamwork	_9	
Confrontation		Business Acumen	_/	
Delegation	8		·	
Comments: (Optional) I THINK YOU DO A BOOD TOB OF IDENTIFYING THE PLAN, I'VE ARE AND WHERE WE NEED TO GO - I APPRECIATE THAT YOU ARWAYS MENTION WHAT WE ARE DOING RIGHT - EVEN IF WE ARE FALING SHOET - POS. TIVE TEXTIBATE IS SO MUCH MORK ENCOURAGING THAN NEGATIVE -				
riune enceukh	10/10 G 1 FF-140		HANKS - 00049	
			₩ ₩₩	

TO: Branch

FROM: Doug Baillie					
DATE: July 12, 2001	I.				
RE: 360° Feedbac	;k	••			
It has been three years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of I to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score I through 10 with 10 being the highest on this memo. I would very much like to hear your specific comments on how I am doing and any suggestions. Thank you in advance for your feedback.					
Leadership		Management	_8		
Skills	7	Staff Development	9		
Client Communication	9	Internal Communication	8		
Public Relations Skills	9	Teamwork	7		
Confrontation	6	Business Acumen	7		
Delegation	_8				
Comments: (Optional)—			-		

TO:	Branch
IO.	Dianci

FROM: Doug Baillie

DATE: July 12, 2001

RE: 360° Feedback

It has been three years since I arrived in Cincinnati. I would appreciate your input on my performance. Please rate me on a scale of 1 to 10 on the below categories. I will use this to help modify my performance and compare on a year to year basis to see what my progress is. This will be totally anonymous. Simply write the score 1 through 10 with 10 being the highest on this memo. I would very much like to hear your specific comments on how I am doing and any suggestions. Thank you in advance for your feedback.

Leadership	10	Management	9
Skills	10	Staff Development	7
Client Communication	9	Internal Communication	9
Public Relations Skills		Teamwork	9
Confrontation	8	Business Acumen	9
Delegation	8		
Comments: (Optional)—			·